2013-14

Annual Report

PROVINCIAL ADVISORY COUNCIL ON THE STATUS OF WOMEN NEWFOUNDLAND & LABRADOR

Provincial Advisory Council
on the Status of Women

15 Hallett Crescent, Suite 103
St. John's, NL A1B 4C4
Phone: 709-753-7270
Toll Free: 877-753-7270
Email: info@pacsw.ca
Twitter: @PACSWNL
www.pacsw.ca

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September 3, 2014

Honourable Charlene Johnson
Minister Responsible for the Status of Women
Government of Newfoundland and Labrador
P.O. Box 8700
St. John's, NL A1B 4J6

Dear Minister Johnson:

On behalf of the members of the Provincial Advisory Council on the Status of Women, it is my pleasure to submit our 2013 -14 Annual Report in accordance with the guidelines for Annual Performance Reports for Category 2 Government Entities.

This report was prepared under my direction. My signature reflects Advisory Council members' accountability for the results contained in this report.

Sincerely,

Linda Ross

Linda Ross
President/CEO

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1. Organizational Overview

The Provincial Advisory Council on the Status of Women (the Advisory Council) was established in 1980 by the Government of the day and received legislative standing with the introduction of the *Status of Women Advisory Council Act*. It was created to advise the Provincial Government on issues affecting the status of women as well as to raise awareness of women's issues within the general public. The Advisory Council is an arms-length legislated body which reports to the Minister Responsible for the Status of Women.

The eleven-member Advisory Council is appointed for three year terms by the Lieutenant-Governor in Council. Appointments reflect regional representation, diverse backgrounds and experience of women throughout the province. The members are eligible for re-appointment.

The President/CEO position is salaried and filled through a competition and subsequent appointment. Council members other than the President/CEO are selected and appointed through a nomination process. Selection criteria include representation from diverse women's population and sectors, demonstrated leadership in working to advance the status of women and the ability to work on women's equality issues from a community, regional or provincial perspective.

The Advisory Council staff work closely with the Women's Policy Office (WPO), a branch of the Executive Council with the Government of Newfoundland and Labrador. The Advisory Council also works with women, women's groups, community and other equality-seeking organizations which share an agenda to advance women's equality.

1.1 2013 - 14 Council Members

Please see Appendix A for biographical information.

Position	Individual	Community Representation
President/CEO	Linda Ross	St. John's
Vice President	Carolyn Lavers	Port au Choix
Member	Mary Pia Benuen	Sheshatshiu
Member	Stephanie Flowers	Happy Valley- Goose Bay
Member	Yamuna Kutty	St. John's
Member	Michelle Murdoch	St. John's
Member	Kelly Power	Paradise
Member	Hilda Whelan	Whitbourne
Member	Cynthia Benoit	Conne River
Member	Lorraine Hearn	Grand Falls –Windsor
Member	Melita Collier	St. Alban's

1.2 Staff

The Advisory Council operates with a complement of four staff including:

- President/CEO
- Executive Administrator
- Policy and Research Analyst
- Communications and Outreach Director

1.3 Mandate

The mandate of the Advisory Council is derived from Section 3 of the *Status of Women Advisory Council Act*, which states that the Advisory Council shall:

- Advise the minister on those matters relating to the status of women that the minister refers to the advisory council for consideration;

- Advise the minister on those matters relating to the status of women that the advisory council feels appropriate;

- Bring before the government and the public matters of interest and concern to women; and

- Establish the general policies that will govern the organization, administration and operation of the advisory council.

1.4 Vision

The vision of the Provincial Advisory Council on the Status of Women is equality, equity and inclusion for women in Newfoundland and Labrador.

1.5 Mission Statement

By March 31, 2017, the Provincial Advisory Council on the Status of Women will have enhanced its outreach and advisory services in priority areas related to advancing the status of women.

1.6 Values

The values expressed in this report are intended to reflect the standards of the Advisory Council and its staff.

CORE VALUES	ACTION STATEMENT
Commitment	Each individual applies feminist principles when asserting equality and challenging inequality, thereby affecting social and economic change.
Dynamic	Each individual contributes to meeting the needs of diverse women's community in response to the changing social and economic climate.
Inclusiveness	Each individual works to ensure that all opinions and knowledge are considered so that the strength that exists in the collective voice of women is sustained and enriched by the diversity of women's perspectives.
Evolving	Each individual continues to educate herself about women's inequality as a means of fulfilling her responsibility as a feminist leader in an ever changing environment.
Respectful	Each individual contributes to the creation of a respectful environment that ensures women have a safe place to speak openly about inequalities.
Celebration	Each individual acknowledges both the challenges and the joys of working with and for women and celebrates our collective achievements.

1.7 Physical Location

The leased, accessible office space is located at 15 Hallett Crescent, Suite 103, St. John's, NL.

1.8 Budget

In April 2013, the Advisory Council was allocated $424,100 by the Government of Newfoundland and Labrador. A detailed audited statement is located in Appendix B.

2. Lines of Business

Lines of business are defined as those discrete and coherent sets of services that represent what the Advisory Council provides to its external clients.

In keeping with the Advisory Council's legislated mandate, the following lines of business have been identified:

- advising government on issues affecting the status of women;
- public awareness and engagement; and,
- administration and operation of the Advisory Council.

In achieving its legislative mandate, the Advisory Council aims to consider and incorporate the perspectives of diverse populations of women, including but not limited to, Aboriginal women, women with disabilities and visible minorities.

2.1 Advising Government on Issues Affecting the Status of Women

The Advisory Council provides advice as requested by the Minister and other government departments and agencies. On an ongoing basis, the Advisory Council is asked for recommendations on changes to, or the creation of, legislation, policies and practices affecting the status of women in Newfoundland and Labrador.

Through a gender lens and feminist based analysis, the work of the Advisory Council is centred on improving the Provincial Government policies, programs, practices, services, legislation and budget allocations as a means of advancing the equality of women in Newfoundland and Labrador. The Advisory Council also brings emerging issues and concerns to government. It works with individual women, women's groups, community organizations and the Women's Policy Office to identify the issues and develop an analysis of problems and solutions.

The Advisory Council provides advice to Government and advocates for systemic changes. Advice is generally provided through position papers, briefs, written recommendations and meeting with Provincial Government officials and departmental representatives. The Advisory Council also engages in issue analysis, research and consultation. In addition, it participates in a variety of committees and working groups related to advancing the status of women.

2.2 Public Awareness and Engagement

The Advisory Council undertakes public awareness and engagement (otherwise identified as 'outreach') on issues related to women's social, economic, cultural and legal equality and inclusion. Through a variety of mediums, the Advisory Council provides public awareness and engages with government and community at large. These mediums include but are not limited to media and public presentations, face-to-face discussions, print and promotional material, social media and events.
When working on specific issues, the Advisory Council collaborates with and seeks information from stakeholders. It actively engages in networking and consultation with stakeholders throughout the province, as well as undertakes research on specific issues.

2.3 Administration and Operation of the Advisory Council

The Advisory Council's third line of business is focused on the administration and operation of the Advisory Council. This entails managing the day-to-day operations of the organization which includes administration, finance and human resources. In addition, this line of business includes the provision of ongoing support to the Advisory Council and the quarterly meetings of Council members.

3. Shared Commitments

It is the mandate of the Advisory Council to "bring before the government and the public matters of interest and concern to women." This work is achieved through partnerships and collaboration with various government departments and agencies. Staff at the Advisory Council also works closely with community groups, participating in committees and on boards. Through this work, the Advisory Council gains a broader understanding of issues related to the status of women which is essential to the Advisory Council's provision of advice and/or recommendations on policy development.

During the period covered by this report, 2013 -14 and 2011-14, the supportive and collaborative working relationship with the Women's Policy Office was critical to the Advisory Council fulfilling its mandate and reaching its goals. Throughout this period, the Advisory Council shared information, analysis and strategies to advance a variety of women's equality issues.

The Advisory Council also established and maintained positive working relationships with the following Departments and Agencies and their respective Ministers and/or senior staff:

- Health and Community Services/Regional Health Authorities;
- Finance;
- Justice;
- English School District;
- Office of Public Engagement;
- Child, Youth and Family Services;
- Advanced Education and Skills;
- Education;
- Natural Resources; and,
- Innovation, Business and Rural Development.

The Advisory Council worked with many feminist groups and other community organizations including:

Provincial

- Eight Status of Women Councils;
- Multicultural Women's Organization (MWONL);
- Newfoundland and Labrador Sexual Assault Crisis and Prevention Centre (NLSACPC);
- Regional Coordinating Committees Against Violence;
- Newfoundland and Labrador Organization of Women Entrepreneurs (NLOWE);
- THRIVE-Community Youth Network;
- Planned Parenthood-NL Sexual Health Centre; and,
- Office to Advance Women Apprentices (OAWA)

National

- Coalition of Provincial and Territorial Advisory Councils on the Status of Women

Representation on External Committees or Boards of Directors

- Women Interested in Successful Employment (WISE);
- Women in Resource Development Corporation (WRDC);
- Newfoundland and Labrador Coalition against Human Trafficking;
- Coalition against the Sexual Exploitation of Youth (CASEY);
- YWCA Renewal Team; and
- Council of Marine Professionals Association (COMPASS).

Collaborations

- Violence Prevention Initiative;
- Justice Minister's Committee on Violence against Women;
- Royal Newfoundland Constabulary (RNC); and,
- Royal Canadian Mounted Police (RCMP).

These groups and organizations were important partners in the Advisory Council's work to advance the status of women. Through our relationship with the Status of Women Councils across the province, the Advisory Council was able to garner a deeper understanding of the myriad of issues faced by women seeking the front line services of these organizations. The Advisory Council has met with member(s) of both the RNC and RCMP on numerous occasions during the 2011-14 period, sharing information and strategizing on increasing public awareness of recognizing domestic violence and the role citizens have in ending it.

Through partnerships with the Violence Prevention Initiative (VPI), the Coalition against Violence – Avalon East, NLSACPC, Planned Parenthood – NL Sexual Health Centre and the YWCA, the Advisory Council has increased public awareness of violence against women through public and media presentations, events such as roundtables and classes at Memorial University, forums and workshops. Further to this, we have collaborated on educational initiatives on healthy relationships for youth.

Work with WRDC, WISE, the OAWA, NLOWE and COMPASS has centered on women's economic advancement through supports for women to enter traditionally male dominated fields, enhancing awareness of young women and girls regarding the options available to them in these areas and increasing support for women owned businesses to gain business access through supplier diversity.

4. Strategic Issues – Report on Performance

In consideration of the Government of Newfoundland and Labrador's strategic direction and the mandate of the Advisory Council, during 2011 - 14 period the Advisory Council advanced strategic issues in the following six areas:

1. Improving justice services for women;
2. Capacity building for historically under-represented groups of women;
3. Advancing women's equality in priority areas;
4. Advancing women in leadership;
5. Reducing barriers for young women; and,
6. Public awareness and outreach.

The following report provides details of the Advisory Council's success in achieving its 2013 -14 objectives and 2011 - 14 goals in support of the strategic direction of the Government of Newfoundland and Labrador.

4.1 Issue 1: Improving Justice Services for Women

Advancing women's equality is intimately linked to justice services for women related to family law, domestic and sexual violence, correctional services or the court system. The rates of reported violent crime continue to increase in Newfoundland and Labrador demonstrating the ongoing need to address violence prevention and justice services for women. Substance abuse, involvement in the sex trade and mental health issues are amongst the factors contributing to the complex needs that front line workers are identifying with regards to the women they are helping. The Advisory Council has been engaged on the issue of improving justice services for women.

Objective 3: By March 31, 2014, the Provincial Advisory Council on the Status of Women will have provided further advice and/or recommendations for emergent issues related to justice services for women.

Measure: Provision of advice and/or recommendations	
Indicator	Progress and Accomplishments
Advice and recommendations submitted to the Government of Newfoundland and Labrador pertaining to: • The sex trade and human trafficking;	In 2013 -14, the Provincial Advisory Council convened a series of roundtables with leaders from community organizations, the RNC and the Provincial Government to discuss options and provide advice and recommendations for providing safety and support to women in the sex trade. Included in these was a roundtable in July 2013, with Dr. Fran Shaver of Concordia University, with over 20 years of experience in research and working with women in the sex trade, to explore models of providing safety and supports for women in and those wishing to exit the sex trade. In 2013 -14, the Advisory Council participated in a steering Committee of the Newfoundland and Labrador Coalition against Human Trafficking, planned a provincial conference for April 2014. A final report that included: the presentations; roundtable discussions; and, an evaluation component was provided to various government departments.
• Supports for women with complex needs;	Building on research and a presentation on "Women with Complex Needs" given by the Advisory Council to Atlantic Ministers Responsible for the Status of Women in 2012, the Advisory Council continued ongoing discussions on advice and recommendations with the Women's Policy Office regarding emerging trends in community related to women with complex needs and supports needed to address same.
• Justice services for Aboriginal women; and,	During 2013 -14 the Advisory Council provided advice to the Government of Newfoundland and Labrador on the need for the judiciary to give serious consideration to the complexities of domestic violence during sentencing. The Advisory Council raised the issue of increased risks facing women, particularly Aboriginal women in Labrador where offenders with histories of serious violence against women were granted judicial interim release. The Advisory Council advised senior Justice officials of concerns in this regard.
• Supports for women experiencing sexual and domestic violence.	In 2013 -14 the Advisory Council provided advice on the need to engage men in addressing sexual and domestic violence against women. It provided further advice on the need to increase awareness of the roles and responsibilities of others aware of situations of sexual and domestic violence to the Provincial Government.

Goal 1: By March 31, 2014, the Provincial Advisory Council on the Status of Women will have gathered information and provided advice and/or recommendations to the Government of Newfoundland and Labrador, so as to better inform policy-makers, to further women's equality within key areas of the justice system.

Measure: Provision of advice and recommendations in key areas	
Indicator	2011-14 Progress and Accomplishments
Advice and recommendations pertaining to: • Justice services for women with complex needs;	During 2011-14, the Advisory Council convened a meeting of Ministers, senior Provincial Government officials and community partners providing services to female offenders, with complex needs to provide advice on collaboration to address the needs of the women. The Advisory Council undertook research on social factors contributing to women developing complex needs as well as international best practice models for provision of services to women with complex needs. These findings were presented to senior Provincial Government officials.
• Justice services for Aboriginal women;	Over the 2011-14 period, the Advisory Council provided advice to the Provincial Government on justice services for Aboriginal women offenders and victims. Advice was provided on the complex issues Aboriginal female offenders face and the challenge of accessing programs and services that are culturally appropriate and located in Labrador. Advice was provided to the Provincial Government on the challenges and risks Aboriginal women encounter as victims of violent repeat offenders with histories of violence against women being granted judicial interim release at contested bail hearings, allowing them the opportunity to reoffend. Further to this the challenges associated with the lengthy time between court dates has been identified.

• Justice services with respect to sexual and domestic violence; and,	Over the 2011-14 period, the Advisory Council engaged in discussions with the Justice Ministers, senior staff and senior officials of both the RNC and the RCMP on supports for women experiencing domestic violence, sexual assaults and court processes. The Advisory Council undertook research and provided advice to government on alternative interventions and specialized courts to deal with sexual assault cases. It provided advice on the need for increased training and public awareness of Emergency Protection Orders (EPOs) as well as the need for clarification regarding supports to EPO applicants.
• Mitigation of negative social impacts of economic advancement.	Substance abuse, sex trade activities and other forms of crime pose significant challenges to women's social and economic equality. During the 2011-14 reporting period the Advisory Council provided advice to government on the need for programs to offset the challenges that come with economic development to various government departments.

4.2 Issue 2: Capacity Building for Historically under-represented Groups of Women

The Advisory Council in keeping with its mandate advises the Minister Responsible for the Status of Women and the Provincial Government on issues facing historically under-represented groups of women. The Advisory Council continues its emphases on Aboriginal women, multicultural women, women with disabilities and women in rural and isolated areas.

Objective 3: By March 2014, the Provincial Advisory Council on the Status of Women will have furthered its advice and/or recommendations related to advancing social and economic equality for women in historically under-represented groups.

Measure: Provision of further advice and/or recommendations	
Indicator	Progress and Accomplishments
Advice and/or recommendations provided to the Government of Newfoundland and Labrador pertaining to: • Supports to increase understanding of justice issues;	During 2013 -14 the Advisory Council met with various staff within the Department of Justice to discuss justice issues that are impacting women. The Advisory Council provided a presentation on the status of women in the province to the RNC during International Women's Day.
• Strategies to engage historically underrepresented groups of women in non-traditional occupations and businesses;	The Advisory Council continues to highlight the barriers that women face in pursuing non-traditional occupations and business to the WPO and the Department of Natural Resources. The Advisory Council has attended meetings with the WRDC; OAWA; NLOWE; and, COMPASS to ensure the voice of those historically underrepresented and the barriers that they face are heard. The Advisory Council continues to maintain and develop relationships with companies like Husky Energy and organizations such as Carpenter's Millwrights College to ensure that they are aware of the concerns and also current supports that are working for of historically underrepresented groups of women.
• Supports and training to advance historically under-represented groups of women in leadership; and,	During 2013 -14 the Advisory Council continued with the *Ovations Program* which included two regional Lunch & Learns feature female community and business leaders as keynote speakers: Clarenville, February 21; and Grand-Falls Windsor, March 7. The Lunch & Learns provide a great opportunity for women in different regions across the province to hear first-hand the experiences of woman leaders in Newfoundland and Labrador. Evaluation forms were completed and the advice and recommendations received were provided to WPO.

• Violence prevention initiatives.	During 2013 -14 the Advisory Council attended meetings with: Public Legal Information Association; Justice Minister's Committee on Violence Against Women; and the Department of Justice, RCMP and RNC to provide advice and recommendations as it relates to violence. The Advisory Council attended the Violence Prevention Initiative stakeholder training on violence against older persons; consultations on the new penitentiary; human trafficking conference; presentation by Justice Cromwell on access to justice and subsequent stakeholder workshops; and, participated in various events such as Sexual Violence Awareness Week and Violence Awareness Month.

Goal 2: By March 31, 2014, so as to better inform policy-makers, the Provincial Advisory Council on the Status of Women will have provided advice and/or recommendations related to advancing the social and economic equality of historically under-represented groups of women.

Measure: Provision of advice and/or recommendations	
Indicator	2011-14 Progress and Accomplishments
Advice and recommendations to Government pertaining to: • Poverty reduction • Prevention of violence; • Leadership • Inclusion Amongst historically under-represented groups of women	The Advisory Council addresses specific situations of under-represented groups of women across all the goals identified. During 2011-14 the Advisory Council provided advice and recommendations with respect to advancing women's economic equality through the government's legislative review of the *Income and Employment Support Act*. Over the past three years the Advisory Council has continued to collaborate with various women's organizations and provide support in addressing violence against women, women in leadership roles and women's poverty.

	The Advisory Council has contributed to shaping public policy in order to advance women's equality through the Provincial Government initiatives such as the *Poverty Reduction Strategy*; economic advancement through diversity plans and women's employment plans, and reducing violence through dedicated initiatives such as the Violence Prevention Initiative. The Advisory Council worked closely with the Coalition of Persons with Disabilities and one of the Advisory Council members plays a key role in advising on the issue of inclusion. The Advisory Council met with women from the disability community and discussed barriers that they encounter in obtaining training and employment in the skilled trades. Through ongoing participation with the Women's Policy Office, the Advisory Council provided advice and recommendations regarding the need for supports for women from the disability community to enter the skilled trades and avail of opportunities in the natural resource development sector as well as in businesses involved in the sector.

4.3 Issue 3: Advancing Women's Equality in Priority Areas

In keeping with its mandate to bring before the Provincial Government and the public issues affecting the status of women, the Advisory Council has identified barriers to advancing women's economic and social equality as a strategic issue and has achieved the indicator of success by successfully providing advice and recommendations on these issues to the Provincial Government.

Objective 3: By March 31, 2014, the Provincial Advisory Council on the Status of Women will have further made recommendations related to women in the skilled trades, non-traditional businesses and emerging priority issues as identified by the Council.

Measure: Provision of advice and/or recommendations	
Indicator	**Progress and Accomplishments**
Advice and/or recommendations provided to the Government of Newfoundland and Labrador pertaining to: • Supports for women entering and working the skilled trades	To ensure women's options for entering traditionally male dominated occupations is a consistent priority; the Provincial Advisory Council has continuous involvement with the gender advisory committee of Council of Marine Professionals Association and is an active board member with WRDC which provides the Council with opportunities to meet with women who are in interested in skilled trades, technology and engineering and deepens the Advisory Council's understanding regarding the barriers women face in this sector. The Advisory Council also participated in consultations with Emera Newfoundland and Labrador (ENL) on the status of implementation of their organizational diversity plan, and the College of the North Atlantic (CNA) in regards to strategic planning for increasing female enrollment in skilled trades. Participation at the Women in Mining Forum provided an important opportunity to understand the circumstances women in the mining industry face on a daily basis. By shedding light on these challenges, the Advisory Council became well versed in providing advice and recommendations to government on how to rectify these challenges. Similarly, attendance was essential at the apprenticeship conference, sponsored by the OAWA, to provide on-going support to female apprentices and capture their needs for learning.
• Support for women entrepreneurs	The Advisory Council attended the NLOWE conference on advancing women in business to support women business owners and connect with female business leaders in the community. This event increased the capacity for the Advisory Council to provide recommendations to government on the vital challenges that women face by hearing first hand from individual business owners.

• Access to quality, affordable child care	Meeting this year's objective, the Advisory Council came together with Provincial Government to discuss the 10-Year Child Care Strategy to outline the significant issues single income families, women working in non-traditional settings, and women in general have accessing safe, affordable, and accessible childcare in the province.
• Emerging priority issues as identified by the Council	During the past year, the Advisory Council spoke with women encountering harassment in a traditionally male dominated employment setting, and drafted an action letter with the Human Rights Commission providing advice around supports needed to address this issue.

Goal 3: By March 31, 2014, the Provincial Advisory Council on the Status of Women will have provided advice and/or recommendations to better inform policy-makers on the issues related to advancing women's equality, including but not limited to supports for women entering and working in traditionally male dominated fields, supports for women owned non-traditional business and supports for populations of marginalized women.

Measure: Provision of advice and/or recommendations	
Indicator	2011-14 Progress and Accomplishments
Advice and/or recommendations provided to the Government of Newfoundland and Labrador related to: • Women in traditionally male dominated occupations and businesses	The Advisory Council participated and provided advice during the Women's Economic Advancement Roundtable with a host of community partners and the Provincial Government, to develop a strategy to increase women's participation in traditionally male dominated employment settings as well as lay out a framework of support for women entrepreneurs.

	To ensure women's options for entering traditionally male dominated occupations is a consistent priority; the Advisory Council has continuous involvement with the gender advisory committee of COMPASS and is an active board member with WRDC which provides the Advisory Council with opportunities to meet with women who are in interested in skilled trades, technology and engineering and deepens the Advisory Council's understanding regarding the barriers women face in this sector. In turn the Advisory Council is able to bring this information back to WPO. The Advisory Council also participated in consultations with ENL on the status of implementation of their organizational diversity plan as well as the strategic planning for CNA around skilled trades as a priority and increasing female enrollment in these areas. During 2011-14, the organization attended the NLOWE conference on advancing women in business to support women business owners and connect with female business leaders in the community. This event increased the capacity for the Advisory Council to provide recommendations to government on vital challenges that women face as through learning about these issues the individual business owners.
	Participation at the Women in Mining Forum provided an important opportunity to understand the circumstances women in the mining industry face on a daily basis. By shedding light on these challenges, the Advisory Council became well versed in providing advice and recommendations to government on how to rectify these challenges. Similarly, attendance was essential at the apprenticeship conference, sponsored by the OAWA, to provide on-going support to female apprentices and capture their needs for learning.

• Horizontal strategies such as poverty reduction strategies, housing strategy, equal pay and child care.	The Advisory Council spoke with women encountering harassment in non-traditional employment settings, and drafted an action letter with the Human Rights Commission which provided advice around supports that are needed to address this issue. During the 2011-14 period, the Advisory Council came together with Provincial Government to discuss and provide advice on the 10-Year Child Care Strategy specifically to outline the significant issues single income families, women working in non-traditional settings, and women in general have accessing safe, affordable, and accessible childcare in the province. A brief was submitted outlining recommendations to Provincial Government as a result of this consultation.

4.4 Issue 4: Advancing Women in Leadership

Working with the Women's Policy Office, the Advisory Council provided advice regarding strategies and supports to increase the number of women in leadership and decision-making positions and the necessary supports

Objective 3: By March 31, 2014, the Provincial Advisory Council on the Status of Women will have provided further advice and/or recommendations related to key areas of support for increasing women's representation in leadership and decision-making positions.

Measure: Provision of further advice and/or recommendations	
Indicator	Progress and Accomplishments
Further advice and/or recommendations pertaining to: • Training and supports for women running for elected office; • Training and supports for women on boards, agencies and commission; and,	In 2013 -14, the Advisory Council, building on recommendations from the *Ovations - Women in Leadership* forum held in January 2012, chaired the *Ovations* Steering Committee and provided recommendations regarding next steps to government. The Advisory Council took a lead role in organizing four '*Ovations* Lunch & Learn' events in communities across the province in 2014. Each session had a prominent Newfoundland and Labrador female community or business leader as a keynote speaker addressing issues such as mentorship, core competencies and women on boards.

• Increasing women in leadership and decision-making positions.	Sessions were held in Clarenville and Grand Falls-Windsor and were attended by women from business, community and municipal government. The Steering Committee identified the need to mentor young women, who may be interested in leadership therefore, a group of approximately 10 high school students attended each event. Feedback from the lunch and learn events was gathered and provided to WPO. It will provide the basis for future women in leadership initiatives.

Goal 4: By March 31, 2014, so as to better inform policy-makers, the Provincial Advisory Council on the Status of Women will have provided advice and/or recommendations related to advancing women's equality through addressing barriers to women's representation in leadership and decision-making positions.

Measure: Provision of advice and/or recommendations	
Indicator	2011-14 Progress and Accomplishments
Advice and/or recommendations provided to the Government of Newfoundland and Labrador related to: • Women in leadership and decision-making positions.	Over the 2011-14 period, the Advisory Council provided advice to government on what could be done in regards to women in leadership. Through that advice the Advisory Council played a lead role in organizing the inaugural launch of *Ovations; Applauding Accomplishments of Women in Our Communities* in January 2012. Chairing a steering committee of representatives from the WPO, business, industry and community, *Ovations* was created to celebrate women in Newfoundland and Labrador, recognizing their contributions and leadership throughout history. Financed through corporate and business donations and registration fees, the event included both an evening celebration and an afternoon *Leadership Forum* attended by over 700 women. It featured seven women leaders from community and business who spoke about their challenges and successes. The Office of Public Engagement, through electronic polling supported the engagement of delegates in garnering information about their interest in leadership roles, supports required, future directions and recommendations for follow up. Following the inaugural launch, further women in leadership events were organized and held in 2013 -14 and the ongoing feedback from the events forms the basis of advice regarding advancing women in leadership and decision-making positions that the Advisory Council has shared with WPO.

4.5 Issue 5: Reducing Barriers for Young Women

Over the past three years, the Advisory Council has continued to further understand the current systemic barriers facing young women in Newfoundland and Labrador. The Advisory Council has followed media reports, undertaken research and collaborated with community partners and the Provincial Government on examining ways of addressing the many challenges facing young women. In 2012 - 13, the Advisory Council provided input and promotional support to the creation of *Cybersafe Girl*. This project was a collaboration of the Atlantic Ministers Responsible for the Status of Women and launched in fall 2012.

Objective 3: By March 31, 2014, the Provincial Advisory Council on the Status of Women will have provided further advice and/or recommendations related to reducing barriers and providing supports for young women.

Measure: Further advice and/or recommendations provided	
Indicator	Progress and Accomplishments
Advice and/or recommendations provided to the Government of Newfoundland and Labrador related to: • Supports aimed at building young women's self-esteem;	The Advisory Council worked with Planned Parenthood and the Regional Coordinating Committee Against Violence Avalon East, to create a pamphlet designed as a tool to help build women's self-esteem and develop healthy relationships with boyfriends, girlfriends, partners, internet friends and classmates. The Advisory Council is also an active member of the Coalition Against the Sexual Exploitation of Youth (CASEY) that seeks to create awareness and understanding of sexual exploitation of youth and advocate for appropriate supports and resources to reduce or prevent the sexual exploitation of youth, particularly young women. The Advisory Council provided information from those committees to the WPO and the Violence Prevention Initiative and Department of Education.

• Supports to reduce bullying amongst youth; and,	Met with the Department of Education to discuss and provide advice and recommendations in regards to the *Safe and Caring Schools* as it relates to bullying. Participated in *At the Edge* conference on social justice and peace in the education system and became a member of the steering committee to advance restorative justice in the education system.
• Expanding young women's options for entering non-traditional occupations.	Of particular importance to the Advisory Council is continuous involvement with the gender advisory committee of Council of Marine Professionals Association and participating as an active board member with WRDC both dedicated to increasing the number of women entering traditionally male dominated occupations. Through this committee the Advisory Council is able to hear what is happening on the ground concerning barriers or successes women are facing and to relay the information to various government departments. The Advisory Council also participated in consultation with ENL on the status of implementation of their organizational diversity plan as well as the strategic planning for CNA around skilled trades as a priority and increasing female enrollment in these areas.

Goal 5: By March 31, 2014, so as to better inform policy-makers, the Provincial Advisory Council on the Status of Women will have provided advice and/or recommendations related to reducing barriers for young women.

Measure: Provision of advice and/or recommendations	
Indicator	2011-14 Progress and Accomplishments
Advice and/or recommendations provided to the Government of Newfoundland and Labrador related to: • Reducing barriers for young women.	In 2011-12 the Provincial Advisory Council fostered a relationship with 10 province wide front-line agencies, to research, gather information, and compile key issues and barriers young women experience and options for reducing these barriers. The Advisory Council was able to take this information and provide this information to WPO and various government departments. Developed and distributed *Loves Me, Loves Me Not* bookmark to almost 25,000 individuals throughout the province.

	During 2012 -13, the Advisory Council collaborated on an initiative of the Atlantic Ministers Responsible for the Status of Women by providing input, advice and promotional support for *Cybersafe Girl*- a website designed to help young women safely navigate the internet. Additionally, partnering with Planned Parenthood and the Regional Coordinating Committee Against Violence Avalon East, the Advisory Council designed a pamphlet for use as a tool to help build women's self-esteem and develop healthy relationships with boyfriends, girlfriends, partners, Internet friends and classmates. The Advisory Council was active on the issue of young women in leadership through their support of the Skilled Trade Conference for Women and Youth hosted by the OAWA, and through input into post secondary institutions on promotion and supports for girls that are interested in trades. The Advisory Council also ensured that young women had an opportunity to learn from prominent community and business women through attendance to the *Ovations* Lunch & Learns.

4.6 Issue 6: Public Awareness and Outreach

The Advisory Council is committed to expanding outreach initiatives and enhancing its communications tools to better engage and connect with women throughout Newfoundland and Labrador. Engaging women across the province regarding their concerns on the status of women is important in enabling the Advisory Council to advise the Government of Newfoundland and Labrador on such matters.

Objective 3: By March 31, 2014, the Provincial Advisory Council on the Status of Women will have continued the implementation of strategic outreach initiatives.

Measure: Outreach initiatives have been implemented	
Indicator	Progress and Accomplishments
• Province-wide outreach in three regions of the province;	The Advisory Council is comprised of women throughout the province who bring various experiences and backgrounds to the Advisory Council. The Advisory Council provides leadership in their communities and communicates issues of priority to women. For instance some of the Advisory Council members coordinated IWD events in their communities this past year. The Advisory Council members represent the following communities within the province: St. John's; Paradise; Whitbourne; Conne River; Grand-Falls Windsor; St. Alban's; Port au Choix, Happy Valley-Goose Bay; and, Sheshatshiu. The Advisory Council also held two of the Ovations Lunch & Learns in Clarenville and Grand–Falls Windsor. The Advisory Council continued to distribute the *Loves Me...Loves Me Not* bookmarks and various promotional materials through-out the province. During 2013 - 14 an environmental scan was completed on best practices for social media and its incorporation into the Advisory Council. A social media session was hosted for community groups with a guest speaker from NLOWE.
• Virtual communications tools continue to be implemented and monitored; and,	The Advisory Council developed and launched a Twitter account whereby information is posted on a daily basis and has a following of 50 members. During 2013-14 improvements were made to the website to make it more dynamic and engaging, http://www.pacsw.ca/.
• Continued engagement with media.	The Advisory Council continues to engage with media through the availability for interviews on topics affecting women and young girls. During 2013-14 the Advisory Council wrote to varying editors of local media on the various topics or issues. Some examples for letters that were sent to the Editor were in relation to: Sexual Violence Awareness Week and Judges in Labrador.

Goal 6: By March 31, 2014, the Provincial Advisory Council on the Status of Women will have undertaken province-wide public awareness and outreach initiatives to improve access to information and resources.

Measure: Initiatives are undertaken to improve access	
Indicator	2011-14 Progress and Accomplishments
• Province-wide outreach is conducted;	During 2011-14 the Advisory Council met with women in communities such as: Labrador City; Happy Valley-Goose bay; Sheshatshiu; St. Anthony; St. Albans; Grand Falls-Windsor; Harbour Breton; Conne River; Nain; Whitbourne; Clarenville; and St. John's. The Advisory Council has a wide representation of women on the Council from different locations within the province with varying experiences, and backgrounds. The Council members are able to reach their respective communities and outlying communities in their regions to help inform women of the work of the Advisory Council while bring to the Advisory Council information from the women in their area.
• Improved promotion of the role and services of the Advisory Council; and,	The Advisory Council continued to promote its role and services through an upgraded website and a newly launched twitter account. Through attendance to conferences and meetings with various organizations promotion of the role of the Advisory Council was communicated. During 2011 - 12 the Advisory Council addressed the media over 38 times during which such topics as sex offender sentencing, women in elected positions, sexist advertising, domestic violence, women in skilled trades, feminism as well as other issues related to women were addressed.

• Education and outreach tools are expanded and/or improved.	In order to increase awareness of and maintain a strong voice for women's equality issues in Newfoundland and Labrador, the Advisory Council has appeared in the media, and sent letters to the Editor. The Advisory Council distributed the *Loves Me...Loves Me Not* bookmarks and various promotional materials. Outreach events were hosted in St. John's by the Advisory Council to discuss various topics such as women in the skilled trades and the successes and challenges. Opportunities to present to the Atlantic Ministers Responsible for the Status of Women held in St. John's, Inuit Women's Conference held in Nain and to the RNC enabled the Advisory Council to provide information on their role as well as discuss the status of women in Newfoundland and Labrador.

5. Opportunities and Challenges Ahead

The Advisory Council has completed the three year 2011-14 Business Plan and has provided advice and recommendations to the Provincial Government on a range of issues contributing to women's social and economic equality in Newfoundland and Labrador. Work will now commence on the 2014 -17 Business Plan which focuses on the advancement of women's social and economic security. There have been many positive changes over the past three years including a dramatic increase in the number of women entering and apprenticing in the skilled trades and marine transportation sector; an increased focus and work by community partners and the Provincial Government on addressing issues of bullying, social media risks and other barriers faced by young women and increased support for work on child exploitation, illegal drugs and organized crime. Collaboration amongst community partners, business and industry, the Advisory Council and the Provincial Government remains key to continuing to make positive change in the province.

With the development and expansion of projects in the oil, gas, mining and power generation sectors, communities across the province are experiencing growth and increased wealth. While this brings great opportunity, there continues to be challenges associated with development that cannot be minimized. Continued collaboration needs to occur in order to address negative impacts such as illegal drugs, violence and criminal activity. Women and girls are increasingly vulnerable to the exploitation associated with these activities. Some women benefit from the economic growth in Newfoundland and Labrador through opportunities in the natural resource sector; non-traditional trades and business. Work in these areas needs to continue.

There are still significant challenges to overcome such as the inequality that exists and the barriers facing many groups of women. The Advisory Council remains concerned about violence against women, particularly amongst Aboriginal women, women with disabilities and multicultural women. Access to economic opportunities afforded by the growing natural resource sector poses a significant challenge for these same groups. Work needs to continue on increasing their capacity and addressing issues of violence. Work also needs to continue to break down the barriers that prevent them from gaining employment in science, engineering, trades and technology.

Opportunities for collaboration with government, community and business on various issues facing women of this province are instrumental. The Advisory Council will continue with its current collaboration efforts as well as looking at new opportunities to further its work on the advancement of women's economic and social security.

6. Appendix A: Advisory Council Biographies

Linda Ross has held the position of President/ CEO of the Provincial Advisory Council on the Status of Women, Newfoundland and Labrador since May 2009. She has over 30 years of experience in policy development and program planning and delivery in the field of community development, women's economic and social equality, HIV/AIDS and public health, both in Canada and internationally. Previous to joining the Provincial Advisory Council, Ms. Ross spent 24 years in various positions working with Oxfam Canada. Ms. Ross has served on a number of Boards of Directors. She has been a member of the Board of Directors of the Women in Resource Development Corporation since 2009 and held the position of chair for 1.5 years. She is presently the Chair of the Coalition of Provincial and Territorial Advisory Councils on the Status of Women and sits on the Board of Directors for the College of Family Physicians of Canada. Ms. Ross holds an Honours Baccalureate in Science from the University of Waterloo. Ms. Ross holds certificates in Change Management and Performance Development from the Professional Development Institute and Management for National Voluntary Sector Leaders from the Faculty of Management at McGill University.

Mary Pia Benuen was born and raised in Sheshatshiu, Labrador. Through hard work and many sacrifices, Mary Pia was the first Innu woman to become a nurse. Since 2010 she has been the Director for Primary Health Services for Sheshatshiu. She is a true community leader, involved in health promotion, facilitating workshops, and community research. She sits on a number of community advisory groups. Mary Pia volunteers with the Family Resource Centre and is always willing to go that "extra mile" with families who are experiencing hardships, including providing emotional support when suicide or death occur. Mary Pia and her beautiful daughter live in Sheshatshiu. Mary Pia has been a member of the Advisory Council since 2006.

Yamuna Kutty is the Vice-President of the Multicultural Women's Organization of Newfoundland and Labrador. She has also served on the St. John's Status of Women Council, the National Action Committee on the Status of Women, and the National Organization of Immigrant and Visible Minority Women of Canada. Yamuna is involved with numerous projects and initiatives. She brings critical perspectives about the lives of immigrant and refugee women, along with a warm and caring heart. She has an extremely busy volunteer schedule. Yamuna lives in St. John's and has been a member of the Advisory Council since 2006.

Carolyn Lavers is Vice-President of the Advisory Council and an Economic Development Officer with the provincial Department of Innovation, Business and Rural Development in Port au Choix where she resides. She is a small business entrepreneur and worked with the former Women's Enterprise Bureau. Carolyn has served on several local business development boards and other community agencies. She is currently the mayor of Port au Choix. She is also deeply concerned about

issues related to violence, rural child care solutions, women's employment and women in leadership. She brings great dedication and insight. Carolyn has been a member of the Advisory Council since 2006.

Michelle Murdoch is a determined feminist with a disability. Michelle earned her Master's in Women's Studies from Memorial University. As part of her program, she completed a participatory action research project about women with disabilities and employment. Her interests extend across a broad range of social justice issues but her major stress relief comes from rug hooking! She is keenly analytical and always ready to ask the important questions. Michelle and her family live in St. John's. Michelle has been a member of the Advisory Council since 2006.

Stephanie Flowers is an Aboriginal woman originally from the community of Rigolet, on the north coast of Labrador. She obtained her bachelor's degree in Psychology from Saint Mary's University in 2005 and has been active in her community working with women, as well as volunteering with local organizations. She is deeply passionate about learning about women's health and nutrition, and would like to expand her education and advocacy. She currently resides with her family in Happy Valley. Stephanie has been a member of the Advisory Council since 2009.

Kelly Power is currently the Director of the Carpenter Millwrights College in Paradise. She has actively promoted skilled trades to women and encouraged partnerships with organizations to attract women to the construction industry. Kelly is very passionate about ensuring the success of female apprentices and works closely with them to help mediate barriers in training and employment. Kelly also serves on various committees including the Advisory Panel for the Office to Advance Women Apprentices; Chair of the National Training and Advisory Committee for the Carpenters Union; and Staff Liaison for the Women's Committee of the UBC Local 579 & 1009. Kelly is originally from Hermitage and currently lives with her family in Paradise. Kelly joined the Advisory Council as a member in 2009.

Hilda Whelan is the mayor of Whitbourne. She was involved in fighting for women's rights in a case involving surviving spouses and the Workplace Health, Safety & Compensation Commission. Hilda solely represented and fought for all widows involved in the case for fifteen years, winning an important victory for women's equality. She is a strong advocate, concerned about a wide variety of issues affecting women including violence and access to child care. Hilda brings the realities of rural women to the work of the Advisory Council. She is determined to continue to make a difference. Hilda and her family live in Whitbourne. Hilda has been a member of the Advisory Council since 2006.

Melita Collier is a Career Development Specialist with the Department of Advanced Education and Skills. She has been committed to women's issues and advancements for many years and in numerous ways. Her involvement in the Coast of Bays

International Women's Day Committee is one of the ways she expresses her passion for ensuring healthy, safe and supportive workplace practices for which diversity and inclusiveness is valued. Melita works with some marginalized and under-represented groups, and highly recommends non-traditional career options and the skilled trades as a viable career choice for females. She obtained a Bachelor of Administrative Studies in 1997 from York University in Toronto and returned to Newfoundland in 2003. She visits Toronto, where her daughter lives, regularly. Melita currently resides in St. Alban's. Melita joined the Advisory Council in 2011.

Cynthia Benoit was born and raised in St. Alban's. In 1999, Cynthia graduated from St. Thomas University in New Brunswick with a Bachelor of Arts and a Human Services Counselling Diploma. Most recently, Cynthia went back to school and enrolled in a Distance Bachelor of Social Work program at the University of Manitoba. She graduated with her BSW in the Spring of 2013. Over the course of Cynthia's career she has worked and volunteered in the social services sector. Through Cynthia's work and volunteer activities she has had the opportunity to work with various populations directly dealing with social policies and issues. It is through these experiences that Cynthia has developed compassion and empathy specifically for those that are vulnerable in our communities. Currently, Cynthia is employed with Conne River Health and Social Services as a Case Management Social Worker where she works with people facing complex and multiple barriers. Cynthia lives in the community of Conne River with her husband and two children Will and Kailee. Cynthia joined the Advisory Council in 2011.

Lorraine Hearn's professional background is in the fields of Nursing and Addiction Studies and Intervention. In 1998, she graduated from McMaster University in Ontario with two Diplomas; one in Addictions Studies and the other in Addictions Care Worker. In 1998-1999, she earned, Associate Counselor Status in Addictions through the Canadian Certification Board for Alcohol and Drug Counselors. She began volunteering with the Committee Against Violence in 1992 and over the years, held various executive positions. Lorraine presently holds the position of Executive Director with the Violence Prevention South & Central Inc. working under the Violence Prevention Initiative. She is responsible for the central west region of the province. This committee is one of ten working throughout the province under the Provincial Government's Violence Prevention Initiative. Lorraine's role is to provide leadership in violence prevention initiatives as well as provide education, awareness and training on violence issues. She has extensive background in delivering community presentations, workshops and training in all areas of violence as well as advocating for women and victims of violence. Lorraine joined the Advisory Council in 2011.

7. Appendix B: Audited Financial Statements

PROVINCIAL ADVISORY COUNCIL ON THE STATUS OF WOMEN - NEWFOUNDLAND AND LABRADOR

FINANCIAL STATEMENTS

MARCH 31, 2014

Office of the Auditor General

Management's Report

Management's Responsibility for the Provincial Advisory Council on the Status of Women – Newfoundland and Labrador Financial Statements

The financial statements have been prepared by management in accordance with Canadian public sector accounting standards and the integrity and objectivity of these statements are management's responsibility. Management is also responsible for all of the notes to the financial statements, and for ensuring that this information is consistent, where appropriate, with the information contained in the financial statements.

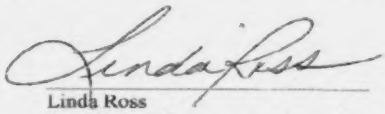
Management is also responsible for implementing and maintaining a system of internal controls to provide reasonable assurance that transactions are properly authorized, assets are safeguarded and liabilities are recognized.

Management is also responsible for ensuring that transactions comply with relevant policies and authorities and are properly recorded to produce timely and reliable financial information.

The Council members are responsible for ensuring that management fulfills its responsibilities for financial reporting and internal control and exercises these responsibilities through participation in Council meetings. The Council members review internal financial information on a quarterly basis and external audited financial statements yearly.

The Auditor General conducts an independent audit of the annual financial statements of the Council, in accordance with Canadian generally accepted auditing standards, in order to express an opinion thereon. The Auditor General has full and free access to financial management of the Provincial Advisory Council on the Status of Women - Newfoundland and Labrador.

On behalf of the Provincial Advisory Council on the Status of Women - Newfoundland and Labrador.



Linda Ross
President/CEO

June 26, 2014

AUDITOR GENERAL
of Newfoundland and Labrador

INDEPENDENT AUDITOR'S REPORT

To the Council members
Provincial Advisory Council on the Status
of Women - Newfoundland and Labrador
St. John's, Newfoundland and Labrador

Report on the Financial Statements

I have audited the accompanying financial statements of the Provincial Advisory Council on the Status of Women - Newfoundland and Labrador which comprise the statement of financial position as at March 31, 2014, the statements of operations, change in net financial assets, and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian public sector accounting standards, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

My responsibility is to express an opinion on these financial statements based on my audit. I conducted my audit in accordance with Canadian generally accepted auditing standards. Those standards require that I comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

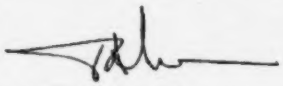
An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

Independent Auditor's Report (cont.)

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my audit opinion.

Opinion

In my opinion, the financial statements present fairly, in all material respects, the financial position of the Provincial Advisory Council on the Status of Women - Newfoundland and Labrador as at March 31, 2014, and its financial performance and its cash flows for the year then ended in accordance with Canadian public sector accounting standards.



TERRY PADDON, CA
Auditor General

June 26, 2014
St. John's, Newfoundland and Labrador

PROVINCIAL ADVISORY COUNCIL ON THE STATUS OF WOMEN - NEWFOUNDLAND AND LABRADOR

STATEMENT OF FINANCIAL POSITION
For the Year Ended March 31

	2014	2013
FINANCIAL ASSETS		
Cash (Note 3)	$ 167,370	$ 191,962
Accounts receivable (Note 4)	17,866	61,764
	185,236	253,726
LIABILITIES		
Accounts payable and accrued liabilities (Note 5)	35,198	100,042
	35,198	100,042
Net financial assets	150,038	153,684
NON-FINANCIAL ASSETS		
Tangible capital assets, net (Note 6)	4,682	7,391
Prepaid expenses (Note 7)	11,687	10,829
	16,369	18,220
Accumulated surplus	$ 166,407	$ 171,904

Contractual obligations (Note 8)

The accompanying notes are an integral part of these financial statements.

Signed on behalf of the Council: Linda Ross, **President/CEO** Kelly Power, **Member**

Office of the Auditor General

PROVINCIAL ADVISORY COUNCIL ON THE STATUS OF WOMEN - NEWFOUNDLAND AND LABRADOR

STATEMENT OF OPERATIONS

For the Year Ended March 31

	2014 Budget	2014 Actual	2013 Actual
	(Note 12)		
REVENUES			
Province of Newfoundland and Labrador operating grant	$ 424,100	$ 424,100	$ 446,600
Interest	-	3,083	2,530
Ovations – ticket revenues (Note 10)	-	792	37,835
Ovations – sponsorship revenue (Note 10)	-	-	247,500
	424,100	427,975	734,465
EXPENSES (Note 11)			
Administration	388,090	388,833	405,541
Advisement of Government	28,000	23,526	36,898
Ovations (Note 10)	-	5,059	240,033
Public Awareness and Engagement	8,010	16,054	18,592
	424,100	433,472	701,064
Annual (deficit) surplus	-	(5,497)	33,401
Accumulated surplus, beginning of year	171,904	171,904	138,503
Accumulated surplus, end of year	$ 171,904	$ 166,407	$ 171,904

The accompanying notes are an integral part of these financial statements.

Office of the Auditor General

PROVINCIAL ADVISORY COUNCIL ON THE STATUS OF WOMEN - NEWFOUNDLAND AND LABRADOR

STATEMENT OF CHANGE IN NET FINANCIAL ASSETS

For the Year Ended March 31

	2014 Budget	2014 Actual	2013 Actual
	(Note 12)		
Annual (deficit) surplus	$ -	$ (5,497)	$ 33,401
Tangible capital assets			
Acquisition of tangible capital assets	-	(1,465)	(6,923)
Amortization of tangible capital assets	-	4,174	7,980
	-	2,709	1,057
Prepaid expenses			
Acquisition of prepaid expense	-	(11,687)	(10,829)
Use of prepaid expense	-	10,829	8,900
	-	(858)	(1,929)
(Decrease) increase in net financial assets	-	(3,646)	32,529
Net financial assets, beginning of year	153,684	153,684	121,155
Net financial assets, end of year	$ 153,684	$ 150,038	$ 153,684

The accompanying notes are an integral part of these financial statements.

Office of the Auditor General

PROVINCIAL ADVISORY COUNCIL ON THE STATUS OF WOMEN - NEWFOUNDLAND AND LABRADOR

STATEMENT OF CASH FLOWS

For the Year Ended March 31	**2014**	**2013**
Operating transactions		
Annual (deficit) surplus	**$ (5,497)**	$ 33,401
Adjustment for non-cash items		
Amortization of tangible capital assets	**4,174**	7,980
	(1,323)	41,381
Change in non-cash working capital		
Accounts receivable	**43,898**	(54,972)
Accounts payable and accrued liabilities	**(64,844)**	88,077
Prepaid expenses	**(858)**	(1,929)
Cash (applied to) provided from operating transactions	**(23,127)**	72,557
Capital transactions		
Cash used to acquire tangible capital assets	**(1,465)**	(6,923)
Cash applied to capital transactions	**(1,465)**	(6,923)
(Decrease) increase in cash	**(24,592)**	65,634
Cash, beginning of year	**191,962**	126,328
Cash, end of year	**$ 167,370**	$ 191,962

The accompanying notes are an integral part of these financial statements.

Office of the Auditor General

1. Nature of operations

The Provincial Advisory Council on the Status of Women - Newfoundland and Labrador (the Council) is a Crown corporation of the Province of Newfoundland and Labrador, established under the *Status of Women Advisory Council Act*. The purpose of the Council is to advise the Minister responsible for the Status of Women, the Government and the public on matters of interest and concern to women. Its affairs are managed by Council members appointed by the Lieutenant-Governor in Council.

The Council is a Crown entity of the Province of Newfoundland and Labrador and as such is not subject to Provincial or Federal income taxes.

2. Summary of significant accounting policies

(a) Basis of accounting

The Council is classified as an Other Government Organization as defined by Canadian Public Sector Accounting Standards (CPSAS). These financial statements are prepared by management in accordance with CPSAS for provincial reporting entities established by the Canadian Public Sector Accounting Board. The Council does not prepare a statement of remeasurement gains and losses as the Council does not enter into relevant transactions or circumstances that are being addressed by the statement.

(b) Financial instruments

The Council's financial instruments recognized in the statement of financial position consist of cash, accounts receivable and accounts payable and accrued liabilities. The Council generally recognizes a financial instrument when it enters into a contract which creates a financial asset or financial liability. Financial assets and financial liabilities are initially measured at cost, which is the fair value at the time of acquisition.

The Council subsequently measures all of its financial assets and financial liabilities at cost. Financial assets measured at cost include cash and accounts receivable. Financial liabilities measured at cost include accounts payable and accrued liabilities.

(c) Cash

Cash includes cash in the bank.

2. Summary of significant accounting policies (cont.)

(d) Tangible capital assets

Tangible capital assets are recorded at cost, including amounts that are directly related to the acquisition of the assets.

The cost, less residual value, of the tangible capital assets is amortized on a straight-line basis over their estimated useful lives as follows:

Furniture and equipment	5 years
Computer hardware and software	3 years
Leasehold improvements	5 years

Tangible capital assets are written down when conditions indicate that they no longer contribute to the Council's ability to provide services, or when the value of future economic benefits associated with the tangible capital assets are less than their net book value. The net write-downs are accounted for as expenses in the statement of operations.

(e) Prepaid expenses

Prepaid expenses are charged to the expense over the periods expected to benefit from it.

(f) Employee future benefits

The employees of the Council are subject to the *Public Service Pensions Act, 1991*. Employee contributions are matched by the Council and remitted to the Province of Newfoundland and Labrador Pooled Pension Fund from which pensions will be paid to employees when they retire. This plan is a defined benefit plan, providing a pension on retirement based on the member's age at retirement, length of service and highest earnings averaged over five years.

The contribution of the Council to the plan is recorded as an expense for the year.

(g) Revenues

Revenues are recognized in the period in which the transactions or events occurred that gave rise to the revenues. All revenues are recorded on an accrual basis, except when the accruals cannot be determined with a reasonable degree of certainty or when their estimation is impracticable.

The Council recognizes the receipt of government transfers as revenue in the period the transfer is authorized and all eligibility criteria have been met, except when and to the extent that the transfer gives rise to an obligation that meets the definition of a liability for the Council. Government transfers consist of funding from the Province of Newfoundland and Labrador. Income attributable to financial instruments is reported in the statement of operations.

2. Summary of significant accounting policies (cont.)

(h) Expenses

Expenses are reported on an accrual basis. The cost of all goods consumed and services received during the year is expensed.

Transfers, which include grants and subsidies, are recorded as expenses when the grant is authorized, eligibility criteria have been met by the recipient and a reasonable estimate of the amount can be made.

(i) Measurement uncertainty

The preparation of financial statements, in conformity with CPSAS, requires management to make estimates and assumptions that affect the reporting amounts of assets and liabilities, and disclosure of contingent assets and liabilities, at the date of the financial statements and the reported amounts of the revenues and expenses during the period. Items requiring the use of significant estimates include the useful life of capital assets.

Estimates are based on the best information available at the time of preparation of the financial statements and are reviewed annually to reflect new information as it becomes available. Measurement uncertainty exists in these financial statements. Actual results could differ from these estimates.

3. Cash

	2014	2013
Cash	$ 138,100	$ 130,220
Designated cash - *Ovations* (Note 10)	29,270	61,742
	$ 167,370	$ 191,962

4. Accounts receivable

	2014	2013
Harmonized sales tax receivable - *Ovations* (Note 10)	$ 10,941	$ 10,653
Harmonized sales tax receivable	6,085	7,721
Receivables - *Ovations* (Note 10)	840	43,390
	$ 17,866	$ 61,764

There is no allowance for doubtful accounts since all amounts are considered collectible.

5. Accounts payable and accrued liabilities

	2014	2013
Trade accounts payables and accruals	$ 24,031	$ 18,870
Accrued leave	11,167	10,689
Payables - *Ovations* (Note 10)	-	70,483
	$ 35,198	$ 100,042

6. Tangible capital assets

	Furniture and equipment	Computer equipment and software	Leasehold improvements	Total
Cost				
Balance, March 31, 2013	$ 35,262	$ 30,857	$ 2,574	$ 68,693
Additions	-	767	698	1,465
Disposals	-	-	-	-
Balance, March 31, 2014	35,262	31,624	3,272	70,158
Accumulated amortization				
Balance, March 31, 2013	32,486	26,242	2,574	61,302
Amortization expense	1,473	2,563	138	4,174
Disposals	-	-	-	-
Balance, March 31, 2014	33,959	28,805	2,712	65,476
Net book value, March 31, 2014	**$ 1,303**	**$ 2,819**	**$ 560**	**$ 4,682**
Net book value, March 31, 2013	$ 2,776	$ 4,615	$ -	$ 7,391

7. Prepaid expenses

	2014	2013
Rent	$ 3,807	$ 3,807
Workplace, Health, Safety and Compensation Commission	3,620	2,592
Professional fees	2,823	3,102
Insurance	896	862
Other	541	466
	$ 11,687	$ 10,829

8. Contractual obligations

In January 2013, the Council entered into a five year agreement for the lease of office space. Annual lease payments over the next four years are as follows:

2015	$ 48,477
2016	48,477
2017	48,477
2018	16,159
	$ 161,590

9. Financial risk management

The Council recognizes the importance of managing significant risks and this includes policies, procedures and oversight designed to reduce the risks identified to an appropriate threshold. The risks that the Council is exposed to through its financial instruments are credit risk, liquidity risk and market risk. There was no significant change in the Council's exposure to these risks or its processes for managing these risks from the prior year.

Credit risk

Credit risk is the risk that one party to a financial instrument will cause a financial loss for the other party by failing to discharge an obligation. The Council's main credit risk relates to cash and accounts receivable. The Council's maximum exposure to credit risk is the carrying amounts of these financial instruments. The Council is not exposed to significant credit risk with its cash because this financial instrument is held with a Chartered Bank. The Council is not exposed to significant credit risk related to its accounts receivable. In addition, the Council has policies and procedures for the monitoring and collection of its accounts receivable so as to mitigate potential credit losses. There is no allowance for doubtful accounts since all amounts are considered collectible.

Liquidity risk

Liquidity risk is the risk that the Council will be unable to meet its contractual obligations and financial liabilities. The Council manages liquidity risk by monitoring its cash flows and ensuring that it has sufficient resources available to meet its obligations and liabilities. The Council's exposure to liquidity risk relates mainly to its accounts payable and accrued liabilities and contractual obligations. The future minimum payments required from the Council in relation to its contractual obligations are outlined in Note 8.

Market risk

Market risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices. Market risk comprises three types of risk: currency (foreign exchange) risk, interest risk rate and other price risk. The Council is not exposed to significant foreign exchange, interest rate or other price risk.

10. *Ovations*

During the year ended March 31, 2014, the Council, as a member of an external steering committee, held follow-up *Ovations* events around women's leadership. The steering committee consisted of representatives from the Council, the Women's Policy Office, located in the Executive Council of the Government of Newfoundland and Labrador, businesses, the community and industry. The events were funded through cash that was remaining in the *Ovations* fund from the prior year, as well as through a fee charged to attendees of the events. Cash that will be remaining in the fund upon settlement of accounts receivable and accounts payable and accrued liabilities outstanding as at March 31, 2014, has been designated to be used for follow-up *Ovations* events around women's leadership.

The following are details of revenues and expenses pertaining to the *Ovations* events which are included in the statement of operations of the Council:

	2014 Budget (Note 12)	2014 Actual	2013 Actual
REVENUES			
Ovations - ticket revenues	$ -	$ 792	$ 37,835
Ovations - sponsorship revenues	-	-	247,500
Interest	-	16	-
	-	808	285,335
EXPENSES (Note 11)			
Ovations events	-	5,059	240,033
	-	5,059	240,033
Annual (deficit) surplus	-	(4,251)	45,302
Accumulated surplus, beginning of year	45,302	45,302	-
Accumulated surplus, end of year	$ 45,302	$ 41,051	$ 45,302

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11. Expenses by object

The following is a summary of expenses by object:

	2014 Budget (Note 12)	2014 Actual	2013 Actual
Amortization of tangible capital assets	$ -	$ 4,174	$ 7,980
Grants and subsidies	500	2,450	2,050
Other	450	373	3,269
Professional fees	18,600	19,418	49,925
Rent	48,525	45,690	40,480
Salaries and benefits	313,005	311,052	321,081
Supplies and services	21,710	32,229	200,694
Travel related expenses	21,310	18,086	75,585
	$ 424,100	$ 433,472	$ 701,064

Included in the expenses by object are expenses pertaining to the *Ovations* events as noted below:

	2014 Budget (Note 12)	2014 Actual	2013 Actual
Other	$ -	$ -	$ 76
Professional fees	-	1,597	33,291
Subsidies	-	-	2,050
Supplies and services	-	3,061	163,487
Travel related expenses	-	401	41,129
	$ -	$ 5,059	$ 240,033

12. Budgeted figures

Budgeted figures, which have been prepared on a cash basis, are provided for comparison purposes and have been derived from the estimates approved by the Council members.

13. Employee future benefits

The Council and its employees contribute to the Public Service Pension Plan in accordance with the *Public Service Pensions Act, 1991*. The Government of Newfoundland and Labrador administers the plan, including payment of pension benefits to employees to whom the *Act* applies. The Public Service Pension Plan is a multi-employer, defined benefit plan.

The plan provides a pension to employees based on their length of service and rates of pay. The maximum contribution rate for eligible employees was 8.6% (2013 - 8.6%). The Council's contributions equal the employee contributions to the plan. The Council is not required to make contributions in respect of any actuarial deficiencies of the plan. Total pension expense for the Council for the year ended March 31, 2014, was $19,902 (2013 - $20,645).

14. Related party transactions

The Council receives operating grants from the Province of Newfoundland and Labrador. Operating grants received during the year totaled $424,100 (2013 - $446,600).

15. Non-financial assets

The recognition and measurement of non-financial assets is based on their service potential. These assets will not provide resources to discharge liabilities of the Council. For non-financial assets, the future economic benefit consists of their capacity to render service to further the Council's objectives.

16. Comparative figures

Certain comparative figures have been reclassified to conform to current year's presentation.